



High School Diploma

Pros:

- Only need a high school diploma to start working.
- Good starting pay.
- Time to figure out a career path.
- No student loans/debt.
- State benefits.
- Gain hands-on experience working on different projects.
- Stable and secure career choice and income.
- Opportunities for advancement.



Community College Trade or Vocational School

Pros:

- Minimal loans or debt.
- Specific training on hard skills.
- Gain hands-on experience in a specific trade.
- Awarded degree or certification.
- A shorter time commitment.
- Comprehensive, convenient programs.
- Admission process.
- Easier to balance a job and classes.



College/University

Pros:

- More career choices.
- Build a diverse knowledge of topics.
- Career flexibility.
- Increased educational selections.
- On-campus or online formats.
- Degree awarded.
- Development of important soft skills.
- Networking opportunities with campus-life atmosphere.



Why MDOT?

Flexible Work Schedule

- Many employees can work four 10-hour days.
- Four nine-hour days and four hours on Friday.
- The normal five eight-hour days.

Paid Holidays

- Full-time employees are paid for 13 approved state holidays in odd-numbered years.
- Paid for 14 approved state holidays in even-numbered years.
- Employees receive eight hours of school and community participation leave

Sick and Personal Leave

- Employees accrue four hours of sick leave per 80 hours of service (13 days a year).
- Employees start with 16 hours of paid time off (PTO), and accrue addition leave per every 80 hours.
- Including paid holidays and PTO, employees can get up to 31 days off in the first year.

Competitive Benefits

- Insurance benefits for employees and their families; health, dental, vision, and life.
- Competitive retirement package with employer match of up to 9 percent.
- Thirty different investment options available for 401 (k), 457, and Roth 401 (k).

Specific Benefits

- Professional development opportunities afforded to all employees.
- Educational Support Program used for leave to attend classes to reach educational goals.
- Partial tuition reimbursement to help cover cost associated with continuing education.



Benefits of State Employment

How Do I Determine My Path After High School?

What Are My Interests?

What activities or subjects excite you?

Identifying genuine interests can help lead to a more fulfilling career.

What Are My Skills and Strengths?

What am I naturally good at, and where do I excel academically or in extracurricular activities?

Matching your skills to a career can lead to success and satisfaction.

What Type of Education or Training?

What level of education and training is required for your career path?

Specific degree, certification, apprenticeship, or on-the-job training.

What Is the Job Market and Future Outlook?

Research the job market and consider your future prospects.

Look at employment opportunities, salary potential and demand in your region.



Get Started today!



pathfinder.mitalent.org

- The online tool designed to help students discover the right path to careers in Michigan.
- The key to any successful career is figuring out the right path to get there.
- Pathfinder is the new way to make that career a reality.
- Pathfinder is a **free** online career exploration tool.
- Walk through different career and education pathways.
- Explore in-demand careers and the credentials they need.



Choose a school, occupation or field of study

Follow the path to narrow down your options

Save your roadmap to success

Create another roadmap to compare your options

Destination MDOT

LEFT, RIGHT OR STRAIGHT AHEAD



Contact Us:

MDOT-TCPP@Michigan.gov



Michigan Department of Transportation Careers
www.Michigan.gov/MDOT/Careers



Transportation Career Pathways Program (TCPP)
www.Michigan.gov/MDOT/Careers/TCPP



Bachelor's Degree



Internship Program



Accountant

Pay Scale: \$23.90 – \$40.44

- Reviews and prepares financial statements and accounting reports and budgets, and prepares related documents designing cost classification systems to assign cost classifications to expenditures.
- Determines and analyzes direct and indirect costs in order to determine the cost of finished goods and conducts cost studies and implements cost allocation plans with financial data.



Land Surveyor

Pay Scale: \$23.90 - \$42.40

- Assembles field data, using survey computer programs, constructs maps and reports.
- Makes topographical surveys and site surveys for the development or cleanup of contaminated recreational facilities, and the design of buildings, roads and bridges.



Transportation Engineer

Pay Scale: \$29.99 - \$53.44

- Designs and prepares plans for highways, bridges, drainage structures, municipal utilities, roadway lighting, and traffic control devices.
- Determines sufficiency of existing highway systems and structures and programming of future construction needs.



Transportation Planner

Pay Scale: \$23.14 - \$43.69

- Collect and analyze data, depicting results with the use of spreadsheets, graphs or GIS maps.
- Conduct research about transportation and write briefing papers to summarize and recommend potential action.
- Work with local governments and regional councils to develop short- and long-term transportation plans and programs.



Department Analyst

Pay Scale: \$23.90 - \$40.40

- Researches, collects, consolidates, analyzes, and maintains program data for reporting and evaluation.
- Designs and conducts surveys or special studies to determine needs and to assist in planning, implementing and evaluating programs and services.



Associate's Degree, License or Certification



Find Your Community College

Michigan Department of Labor and Economic Opportunity (LEO)-Registered Apprenticeships



Transportation Technician

Pay Scale: \$22.87 - \$45.23

- Supervises, monitors, inspects construction projects, and prepares traffic plans for construction projects.
- Performs various laboratory and field tests to ensure quality control is met on construction materials.
- Prepares detailed designs, drawings, charts, and graphs for roadway improvements and presentation of data.



Electrician Licensed

Pay Scale: \$29.02 - \$40.64

- Studies blueprints and schematics and determines methods, materials and equipment needed to complete the assignment.
- Measures, cuts, bends, threads, assembles, and installs electrical conduit, junction, switch, outlet boxes, and switch boards.



Heavy Equipment Mechanic

Pay Scale: \$22.05 - \$36.59

- Performs maintenance and repair activities on various pieces of heavy equipment including heavy-duty truck and semi-tractors, excavators and man lifts.
- Diagnoses, services and repairs various systems, and troubleshoots malfunctions using diagnostic software.
- Fabricates, modifies and installs special equipment or replacement parts.



Maintenance Mechanic

Pay Scale: \$20.40 - \$33.86

- Installs, maintains and repairs equipment, such as steam valves, furnaces, heaters, air compressors, unit heaters, water heaters, and heating, ventilation and air conditioning (HVAC) equipment.
- Installs, services, and repairs electric motors, heaters, coolers, refrigerators, commercial kitchen appliances, and other equipment.



Engineering Assistant

Pay Scale: \$17.55 - \$31.14

- Collects field data for various types of engineering studies using manual or electronic survey devices.
- Sets up computerized traffic counters, speed counts, gap studies, delay studies, and truck weight studies.
- Measures angles, bearings and elevations for preparation of topographical and contour maps.
- Tests gradation of aggregates and asphalt penetrations.



Transportation Maintenance Worker (Recruit 6)

Pay Scale: \$19.78 - \$31.08

- Performs road and bridge work, along with surface, structure, sign, signal, shoulder, and/or roadside maintenance activities.
- Operates light and heavy-duty equipment, including backhoes, skid steers, excavators, concrete saws and mixers, air hammers, gas cutting torches, and other maintenance equipment.



Steeplejack

Pay Scale: \$20.40 - \$33.86

- Paints towers, bridges, transmitter houses, and related structures.
- Installs and maintains radio towers and their associated antennas and transmission lines.
- Replaces stringer bolts by cutting or heating bolts with a torch and driving out with a hammer and replacing them with new bolts.

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MDOT Jobs



Bridge Services Representative

Pay Scale: \$23.90 - \$40.40

- Provides customer service tolling operations and completes bridge revenue transactions.
- Observes, resolves and reports emergencies on the bridge, including crashes, fires, unfavorable road or weather conditions, and equipment failures.
- Patrols the bridge, monitors traffic and maintains a log of unusual occurrences.



Secretary

Pay Scale: \$22.05 - \$36.59

- Composes and types routine letters, memoranda, reports, minutes of meetings, scientific or technical material, numerical data, charts, and forms.
- Schedules and arranges meetings and conferences for professional and/or management staff.
- Establishes and maintains office files, logs, indexes, and control records.